

# EXHIBIT EE

Condensed Transcript of

**Powers, Patti J. (Vol. 01) - 10/14/2008**

Monday, March 16, 2009, 4:41:50 PM

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1 A No.  
2 Q Now, are you aware that Dell has looked at  
3 moving more people to be hourly employees, as opposed  
4 to salaried non-exempt?  
5 A I'm not aware.  
6 Q Have you been asked for any information to  
7 put into any type of an HR analysis for purposes of  
8 determining classification changes?  
9 A I have not.  
10 Q The folks that you mentioned, and you don't  
11 know if they're consumer or who they were, but you  
12 knew some people were changed to hourly in '07.  
13 Correct?  
14 A Yes.  
15 Q Were you involved in providing any analysis  
16 or data inputs related to that decision-making  
17 process?  
18 A I was involved to the extent of helping to  
19 schedule the timing from a payroll perspective.  
20 Q What do you mean by that?  
21 A So we have biweekly pay periods.  
22 Q Yes.  
23 A And there are effective dates for rate  
24 changes that are input into the HR system.  
25 Q Okay.

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1 marked Exhibit 5, which is a check from Dell  
2 Marketing USA LP to Catherine Davis. And if you look  
3 down under earnings, there's a line that says OT  
4 slash commission. Do you see that?  
5 A I do.  
6 Q OT calculations based upon minimum wage,  
7 would they be on a different line with a different  
8 description than what we're looking at on this check?  
9 A The week, you're talking about the  
10 weekly --  
11 MS. SMITH: Objection, form. Go  
12 ahead.  
13 THE WITNESS: Okay. Are you talking  
14 about the weekly --  
15 Q (BY MS. WATERS) Let me back up.  
16 A Okay.  
17 Q This isn't a paycheck, correct, because  
18 it's only \$4.75. Right?  
19 A Yes.  
20 Q Surely that would be a problem with  
21 overtime. But I'll represent to you that this is not  
22 a paycheck.  
23 A Right.  
24 Q But there is a line down here. By the way,  
25 this format, is this the same format that is used for

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1 A And those effective dates will impact the  
2 payroll process.  
3 Q The administration?  
4 A The administration of it, yes.  
5 Q Were you saying we need to make the  
6 effective date X, because it will lower our  
7 administration costs?  
8 A Make it at the beginning of the pay period.  
9 Q Okay. Who did you tell that to, or who did  
10 you make that recommendation to?  
11 A It was the whoever was leading the project,  
12 and I don't remember who it was.  
13 Q What group were they in, if you recall?  
14 A I don't. Sorry.  
15 Q All right. So we've talked about the  
16 process for minimum wage true-ups. Correct?  
17 A Yes.  
18 Q Are minimum wage true-ups and overtime  
19 payments designated differently on a pay check stub  
20 from the variable overtime calculations?  
21 A Say it again. I'm sorry.  
22 Q Well, let me just show you, and we can work  
23 with this.  
24 (Exhibit Number 5 was marked.)  
25 Q (BY MS. WATERS) I'm showing you what we've

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1 normal payroll checks issued by Dell?  
2 A What do you mean by format? Do you mean  
3 this pay stub?  
4 Q Yes.  
5 A Yes.  
6 Q Okay. There's not different pay stubs used  
7 by the company currently, are there?  
8 A No.  
9 Q Okay. So my question is: If we're talking  
10 about the overtime calculated for minimum wage --  
11 A Right.  
12 Q The first of the two overtime calculations  
13 that --  
14 A Right.  
15 Q -- you're familiar with.  
16 A Right.  
17 Q Is that, assuming -- Is that reflected in  
18 this same line as OT commission, or if you have  
19 overtime related to minimum wage --  
20 A Right.  
21 Q -- would it show up differently than what  
22 we're looking at here under earnings?  
23 A Yes.  
24 Q What would it say?  
25 A I don't know the literal.

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1 Q All right. Now, on this particular check  
2 example --  
3 A Right.  
4 Q -- it says OT commission. Is that the  
5 variable overtime that you were referring to earlier?  
6 A So I would have to confirm --  
7 Q Yes.  
8 A -- right, with the payroll manager, because  
9 I don't do this day to day, but by looking at this, I  
10 would assume this is a quarterly overtime true-up  
11 check.  
12 Q Okay.  
13 A Based upon that earning of OT slash  
14 commission being the variable true-up.  
15 Q Okay. Let's talk about that in a little  
16 bit.  
17 A Okay.  
18 Q We'll come back to this exhibit that we  
19 marked as, what did we mark that? Is that Exhibit 5?  
20 A Five.  
21 Q Okay. Thank you. Would you describe for  
22 us what the variable overtime calculation is, and how  
23 it differs from the overtime minimum wage calculation  
24 we just walked through.  
25 A Sure. It's similar to this process in that

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1 for the quarter to whatever the quarterly salary was.  
2 A Right.  
3 Q Is that fair?  
4 A I think, I think that's fair.  
5 Q Well, there are several things that would  
6 change. It wouldn't be weekly anymore --  
7 A Right.  
8 Q -- would it?  
9 A Right. You said the quarterly.  
10 Q It would be quarterly.  
11 A Right.  
12 Q Is that how you-all do this calculation?  
13 Do you do it quarterly or do you extrapolate it back  
14 to weekly?  
15 A It's done quarterly.  
16 Q Okay. So you would look at a total  
17 quarterly salary plus incentive comp.  
18 A Yes.  
19 Q Okay. Divided by the total number of hours  
20 worked in that quarter.  
21 A Yes.  
22 Q Okay. Go ahead. How, walk us through the  
23 remainder of that calculation.  
24 A Okay. So then you have the regular rate of  
25 pay, and you would determine what the half time rate

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1 the hours, the total hours worked for the quarter --  
2 Q Okay.  
3 A -- are divided into the total weekly  
4 salary, or total base salary plus variable comp for  
5 the quarter, to determine the rate.  
6 Q Okay. And let's stop there.  
7 A Okay.  
8 Q I don't have a screen talking about  
9 variable commission to work off of.  
10 A Okay.  
11 Q But let's work off of this one.  
12 A Okay.  
13 Q From what you just said, the regular rate  
14 of pay equals weekly salary divided by number of  
15 hours worked. For the variable calculation, you  
16 would look at weekly salary plus all the incentive  
17 compensation on a quarterly basis.  
18 A Right.  
19 Q All right. Divided by the number of hours  
20 worked.  
21 A Right.  
22 Q So as compared to this calculation --  
23 A Right.  
24 Q -- the only thing that would change would  
25 be you would add the variable compensation component

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1 is of that.  
2 Q Okay.  
3 A And look at the total number of overtime  
4 hours worked, multiplied by that half time rate that  
5 was just calculated --  
6 Q Right.  
7 A -- to find out how much was due in  
8 overtime.  
9 Q Okay.  
10 A And then look at what they were actually  
11 paid in overtime.  
12 Q Right.  
13 A And pay the difference.  
14 Q You compare that, in other words, to the  
15 true-up calculation which is added on top --  
16 A It was paid --  
17 Q -- of 498.  
18 A Yeah.  
19 Q Okay.  
20 A And then pay the difference.  
21 Q Now, why are you comparing it to the  
22 previous overtime that was paid?  
23 A Because we're trueing up for that quarter.  
24 Q So in other words, if this person had some  
25 variable component, they may have been overpaid

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1 overtime? Is that fair? Or they may have been paid  
2 too much for overtime?  
3 A No. They may be owed more for overtime.  
4 Q All right. Why would they be owed more?  
5 A Because they had higher salary, which turns  
6 their rate, makes their rate higher --  
7 Q Okay.  
8 A -- which then makes their half time rate  
9 higher.  
10 Q All right. Okay. And this variable  
11 overtime calculation is done on a quarterly basis?  
12 A Yes.  
13 Q Now, I understand there's been a recent  
14 change to the comp plans, and there are some of them  
15 that are semi-annual now. Are you aware of that?  
16 A I'm not aware of that, of the details of  
17 that.  
18 Q Have you, and you've not been told to go  
19 back and do any other calculations instead of  
20 quarterly on a semi-annual, have you?  
21 A I have not.  
22 Q Is it your group, Ms. Powers, that is  
23 responsible for these true-up calculations?  
24 A No.  
25 Q Which group is responsible for both the

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1 is paid after commissions have been paid for the last  
2 month of the quarter?  
3 A That's correct.  
4 Q So commissions are paid in a payroll check?  
5 A Yes.  
6 Q And you can expect to receive, if you have  
7 overtime that's subject to this variable overtime  
8 calculation, yet another separate check for a  
9 variable overtime related to the incentive comp.  
10 A I don't know that they're on a separate  
11 check.  
12 Q Okay.  
13 A But it's payment.  
14 Q Okay. Because I see, under the note, that  
15 this is paid after commissions have been paid, and I  
16 guess that's why I'm asking about that the timing of  
17 this.  
18 A So likely it's added to a regular check. I  
19 don't know that to be the case. I'm ...  
20 Q You think it might be added to the next  
21 biweekly payroll check?  
22 A I think so.  
23 Q Okay. Are you aware of any training  
24 materials or any materials that are disseminated to  
25 the salespeople that describe the true-up

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1 minimum wage true-up calculation and the variable  
2 rate calculation?  
3 A Payroll alteration.  
4 Q And who is the manager of that department?  
5 A Deann Doonan. She's a peer of mine. And  
6 it's actually Williams hyphen Doonan.  
7 Q Thank you. Now, in going back to  
8 Exhibit --  
9 A (Indicating.)  
10 Q Yeah. Thank you. What did I mark it?  
11 A Four.  
12 Q Exhibit 4, yes, ma'am. Thank you. Do you  
13 see any screens in that packet that talk about  
14 true-up whatsoever?  
15 A So there's nothing that I see that mentions  
16 true-up, but I do see a time on the incentive  
17 overtime calculation.  
18 Q That's page 504, the last page of the  
19 packet?  
20 A That's correct.  
21 Q Okay. And there's a note at the bottom  
22 that talks about the calculation, and it walks you  
23 through an example. Is that correct?  
24 A That's correct.  
25 Q And it says, down under the note, that this

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1 calculations that Dell does?  
2 A I'm not.  
3 Q Okay. You're not familiar, or you don't  
4 think there are any?  
5 A I don't know.  
6 Q You don't know if there are any.  
7 A I don't know if there are any.  
8 Q You've never seen any.  
9 A I have not seen any.  
10 MS. WATERS: I think this might be a  
11 good time for a lunch break.  
12 MS. SMITH: That's fine.  
13 MS. WATERS: All right.  
14 (Recess taken from 11:51 a.m. to 12:47 p.m.)  
15 (Exhibit Number 6 was marked.)  
16 Q (BY MS. WATERS) Ms. Powers, we took a lunch  
17 break. Are you ready to proceed?  
18 A Yes.  
19 Q Okay. I'm going to show you what we've  
20 marked Exhibit 6 to your deposition, and I'll  
21 represent to you that it appears to be an offer  
22 letter and employment agreement, a Dell employment  
23 agreement, and the page numbers are Dell 46 through  
24 54, and I'll ask if you could take a look at this  
25 exhibit and tell us whether or not you've ever seen

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1 this before.  
2 A I don't believe I've seen this document  
3 before.  
4 Q Okay. Are you familiar with the format of  
5 this document? Have you seen offer letters and --  
6 A I've received an offer letter myself.  
7 Q The offer letter you received, did it look  
8 similar to this one?  
9 A It probably did.  
10 Q Okay. I'm showing you this because we've  
11 got, Ms. Davis is a Plaintiff in this case. She  
12 obviously accepted employment with Dell, and her  
13 compensation is laid out there at the bottom, toward  
14 the bottom. Do you see that?  
15 A Excuse me. I do.  
16 Q So it sets forth that her salary is, her  
17 starting salary with pay rate of \$1808.33, annualized  
18 being \$21,700 was to be her compensation, her  
19 starting compensation, anyway. Do you see that  
20 Ms. Powers?  
21 A I see that.  
22 Q Okay. So for purposes of Ms. Davis, then,  
23 this would be considered her base salary, would you  
24 agree?  
25 A Are you asking me compensation questions?

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1 Q Correct? 5,800 for a total target  
2 compensation of 27,500?  
3 A I see that.  
4 Q And TTC Dell refers to, Dell refers to  
5 total target comp as TTC?  
6 A I have seen that, yes.  
7 Q You have?  
8 A Yes.  
9 Q All right. If you'll set this document  
10 aside, I want to then show you some payroll stubs for  
11 Ms. Davis. Whoops. Let me mark this for you.  
12 (Exhibit Number 7 was marked.)  
13 Q Okay. We've marked Exhibit 7, and I'm  
14 showing you what appear to be payroll stubs for  
15 Catherine Davis.  
16 A Okay.  
17 Q The first payroll check there is  
18 referencing August 12th, '05. Do you see that date?  
19 A I do.  
20 Q Do you think that would have been her first  
21 check, or should she have received a check sometime  
22 prior, assuming the start date of July 11th?  
23 A So I'd have to look at a calendar for 2005  
24 to tell you for sure, but it seems like there was  
25 likely one prior to that.

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1 Q Yes.  
2 A Because I don't know that I -- that's my  
3 area of expertise. Right? If you want me to say  
4 what I would see in the payroll system relative to  
5 this?  
6 Q Well, does the offer letter typically give  
7 them an idea of what their total comp is going to be?  
8 MS. SMITH: Objection, form. If you  
9 know.  
10 Q (BY MS. WATERS) Why don't you flip to the  
11 last page. I think that will help us here. There's  
12 a guarantee option at the last page, Dell 54. Do you  
13 see that?  
14 A I see, yes, I see that.  
15 Q And it says base salary is 21,700.  
16 A Okay.  
17 Q Do you see that? That's the same number we  
18 looked at on the first page?  
19 A Yes.  
20 Q And then it shows that there's an annual  
21 target incentive --  
22 A Yes.  
23 Q -- which would be the variable portion of  
24 her salary?  
25 A Okay.

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1 Q Okay. All right. Whether or not there is  
2 one prior to that, these are the checks that I'll  
3 represent to you have been produced to us by Dell for  
4 Ms. Davis, and they're in date order here, as best I  
5 can see. And the last one, if you'll flip to the  
6 last page, is dated 12/14/07?  
7 A Okay.  
8 Q Do you see that?  
9 A I do.  
10 Q Now, earlier we marked an Exhibit 5. If  
11 you can flip back to Exhibit 5, Exhibit 5 appears to  
12 be the check which accompanied the stub that's the  
13 last page of Exhibit 7, and is marked Dell Davis 234.  
14 Would you agree?  
15 A Exhibit 5 is the same thing as 234? Is  
16 that what you're asking me?  
17 Q Well, it's not the same thing.  
18 A It's the stub, though.  
19 Q Right. Would you agree with that? The  
20 stub, in other words --  
21 A Yes.  
22 Q -- matches up with this copy of the check  
23 A Yes.  
24 Q All right. Now, if you flip to the prior  
25 page, ma'am, in our stack of Exhibit 7.

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1 A Okay.  
2 Q There's a, well, the prior page doesn't do  
3 it, but if you flip back to the next stub, which is  
4 Bates Number Dell Davis 232.  
5 A Okay.  
6 Q Do you see that? This, and I'll represent  
7 to you Ms. Davis stopped working for Dell well prior  
8 to 2007. Okay?  
9 A Okay.  
10 Q And the prior to the last check is dated  
11 what?  
12 A This check we're looking at here?  
13 Q Yes.  
14 A Is the dated 12/15/05.  
15 Q Yes. Okay. Now, I want to ask you with  
16 respect to the difference in date time between the  
17 second to the last and the last check, do you have  
18 any understanding why it would have taken almost two  
19 years for Dell to forward Ms. Davis a variable --  
20 well, this followup check?  
21 A So I don't know, without knowing the  
22 specifics of why this check was created, I can't  
23 answer that.  
24 Q You have no understanding of why this check  
25 may have been created?

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1 Q Well, we talked about two different types  
2 of overtime. You identified those earlier in your  
3 testimony.  
4 A We talked about two different types of  
5 true-ups.  
6 Q Okay. All right. Two different types of  
7 true-up. One related to minimum wage.  
8 A Right.  
9 Q Correct?  
10 A Right.  
11 Q The other related to variable comp.  
12 A Right.  
13 Q This one is a variable comp --  
14 A Right.  
15 Q -- situation.  
16 A Right.  
17 Q I'm asking you: What would the designation  
18 on the stub and on the relating check be if it were  
19 an overtime payment related to minimum wage true-up?  
20 A So if you look at the first page of Exhibit  
21 7 --  
22 Q Yes.  
23 A -- where it says overtime --  
24 Q Yes.  
25 A -- that would be it there.

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1 A That's correct.  
2 Q Okay. Now, we looked at the check earlier,  
3 and we looked down on the earnings line, and it says  
4 OT slash commission?  
5 A We're going back to this?  
6 Q Well, we can look at either the stub or the  
7 check. They both say the same thing.  
8 A Okay. But we're back to the 2007 one?  
9 Q Yes, ma'am.  
10 A Okay.  
11 Q Let's go to that one for a second.  
12 A Okay.  
13 Q You had said earlier that you thought this  
14 might be a variable commission check. Do you recall  
15 that?  
16 A The true-up, yes.  
17 Q Okay. And why do you say it's a true-up?  
18 A Based upon that earnings code.  
19 Q And what earnings code?  
20 A Where it says OT slash commission.  
21 Q All right. So if it were a minimum wage  
22 overtime check, for example, what would the  
23 designation there be?  
24 A So when you say minimum wage overtime  
25 check, what do you mean?

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1 Q Where there's no designation of slash  
2 commission.  
3 A Right. It would just be overtime.  
4 Q So on Exhibit 7, page 220, the first page  
5 of Exhibit 7, there are two entries here for  
6 overtime.  
7 A Excuse me.  
8 Q Do you see that?  
9 A Yes.  
10 Q And there's two different rates of pay  
11 there.  
12 A Yes.  
13 Q Why would there be two different rates of  
14 pay, if it's both related to minimum wage?  
15 A Because there are two weeks worth of pay on  
16 the pay stub.  
17 Q All right. So one week is going to be a  
18 different rate than the second week.  
19 A Right.  
20 Q Correct? All right. Now, and this  
21 overtime line is a true-up line.  
22 A It's their overtime that includes the  
23 true-up.  
24 Q Now, how do you know it includes the  
25 true-up?

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1 A Because it's automated. So if that rate of  
2 pay that's called out there were less than that half  
3 time of the minimum wage rate, that would  
4 automatically be bumped up to the half of the minimum  
5 wage rate.  
6 Q Okay. But from looking at these lines, can  
7 you tell if there's a true-up involved with this  
8 particular overtime calculation or not? That's my  
9 question.  
10 A No.  
11 Q Okay. Is there any way you could tell that  
12 from looking just at the check stubs, ma'am?  
13 A No.  
14 Q Okay. So I can't look at anybody's  
15 particular check and tell whether or not Dell had to  
16 do a true-up calculation for that person.  
17 A If you did the calculation you could. To  
18 look and find something that literally stated it, no.  
19 Q But without backing it out with the  
20 calculation, I couldn't look at it and eyeball it and  
21 tell what it is, tell if it's a true-up. Correct?  
22 A I think that's fair.  
23 Q Okay. Is there some other document that  
24 would immediately tell me there's a true-up involved,  
25 and this is what the true-up amount was for this

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1 commission --  
2 A Right.  
3 Q -- are done quarterly.  
4 A Right.  
5 Q And when you say quarterly, it's going to  
6 be done the following quarter after the time that  
7 it's been incurred, or the incentive pay that's been  
8 earned.  
9 A Right.  
10 Q That's correct?  
11 A Right.  
12 Q And then payment --  
13 A Yes.  
14 Q -- pursuant to that true-up is also made  
15 right around that same next quarter time frame?  
16 A Right.  
17 Q So we certainly shouldn't be, shouldn't see  
18 a check coming for a variable true-up two years  
19 later, should we?  
20 A Again, I'm --  
21 MS. SMITH: Objection, form. You can  
22 answer.  
23 THE WITNESS: Okay. Again, I don't  
24 know the basis behind which this particular check  
25 was --

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1 person?  
2 A No.  
3 Q Is that something that's in KRONOS that  
4 could be printed out?  
5 A No.  
6 Q Or in Pro Business that could be printed  
7 out?  
8 A No.  
9 Q All right. So the only way to do this is  
10 doing a backed out calculation looking at payroll  
11 documents?  
12 A Yes. It's a, because it's an automated  
13 process.  
14 Q All right. Now, going, again, to this last  
15 variable comp check, I think you said variable  
16 overtime true-ups were done quarterly?  
17 A Yes.  
18 Q Is that correct?  
19 A Yes.  
20 Q So if a variable overtime true-up was due  
21 for Ms. Davis, it should have been caught the next  
22 quarter following her leaving the company. Is that  
23 fair?  
24 A Say it one more time.  
25 Q Well, overtime true-ups for variable

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1 Q (BY MS. WATERS) Well, I'm not asking about  
2 this particular check. With all due respect, I'm  
3 asking you just in general. It's not going to be two  
4 years later. It's going to be the next quarter,  
5 wouldn't it?  
6 A Well, if somebody lost a check --  
7 Q Okay.  
8 A -- for example, they --  
9 Q Do you know if this lady lost a check?  
10 A I don't know anything behind why this  
11 particular check was created.  
12 Q Okay.  
13 A Right.  
14 Q Assuming she didn't lose a check, and that  
15 there was no variable payment between now and then --  
16 And I'm assuming if there was a check in the interim  
17 cut to her, we'd see it here, wouldn't we?  
18 MS. SMITH: Objection, form.  
19 Q (BY MS. WATERS) Even if she didn't cash it.  
20 Right? A pay stub would be created.  
21 A There's a pay stub created every time  
22 there's a payment made.  
23 Q So assuming Dell just hasn't produced the  
24 pay stub here to me, if we assume that this is the  
25 next progression, and these are numbered



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1 consecutively. You see that. Correct? 232, 233 --  
2 A Yes.  
3 Q 234.  
4 A I see that.  
5 Q It appears, anyway, just from this  
6 consecutive order, there's no interim check here.  
7 A That's what it appears.  
8 Q Would you agree?  
9 A I would agree.  
10 Q And that is well beyond the time frame Dell  
11 should have been making the payment for a variable  
12 component overtime true-up. Correct?  
13 A I would agree it's outside of what the  
14 normal process would be.  
15 Q All right. Are you aware of any other  
16 payments made two years out to anyone?  
17 A You mean anyone across Dell?  
18 Q Yes.  
19 A I would have to go and look.  
20 Q Okay. From time to time, Dell does correct  
21 errors in true-ups, don't they?  
22 A Yes.  
23 Q How many of those are you aware of  
24 happening?  
25 A I don't know the numbers. I don't do the

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1 numbers. I'm just trying to ask what these earnings  
2 categories mean.  
3 A Yes.  
4 Q Okay?  
5 A Okay.  
6 Q Salary non-exempt would be a biweekly  
7 salary.  
8 A That's correct.  
9 Q Overtime, both of these overtime lines are  
10 minimum wage overtime payments, which may or may not  
11 include a true-up. Correct?  
12 MS. SMITH: Objection, form.  
13 Misstates testimony.  
14 THE WITNESS: Okay. Could you say it  
15 one more time, please.  
16 Q (BY MS. WATERS) These earnings overtime  
17 categories below salary non-exempt on --  
18 A Right.  
19 Q -- page 221 of Exhibit 7, there are two  
20 different overtime lines there, and again, that's  
21 overtime that's not related to variable earnings.  
22 A That's the weekly overtime for the hours  
23 worked.  
24 Q And it may or may not include a true  
25 true-up amount. We can't tell until we back out

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1 processing.  
2 Q Are you aware of that happening, though?  
3 A Sure.  
4 Q And can you give us a guesstimate of how  
5 many times that's happened?  
6 A I can't.  
7 Q Who would be able to give us that  
8 information?  
9 A Payroll operations.  
10 Q Payroll operations?  
11 A Yes.  
12 Q That's Ms. Williams-Doonan again?  
13 A Yes.  
14 Q Okay. All right. Now, if you look back to  
15 the first page of Exhibit 7, Ms. Powers --  
16 A Uh-huh.  
17 Q -- which is 221, that's --  
18 A 220 or 221.  
19 Q 221, yes, the second page. I want to ask  
20 you a few more questions just about these categories  
21 here. Of course, salary non-exempt is going to be  
22 her biweekly salary. Would you agree?  
23 A That is correct.  
24 Q And I'm not talking about, I don't want to  
25 have you work about, work on calculating the specific

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1 calculations. Correct?  
2 A Correct.  
3 Q Okay. Commissions, what is that line  
4 referring to?  
5 A Refers to payments that are made with that  
6 commissions pay code.  
7 Q Okay. Now, commissions you said were  
8 calculated quarterly. Correct?  
9 A Yes.  
10 Q Now, that brings me to my next question.  
11 Assuming Ms. Davis began working at Dell on July 11th  
12 of '05, why would we then see, in a check dated  
13 August 26th, 2005, a commission payment?  
14 A I don't know.  
15 Q Do you think commissions were calculated on  
16 a less, more frequent basis as of at least August  
17 of '05 --  
18 A I don't know.  
19 Q -- from looking at this?  
20 A I don't know what the frequency was. So  
21 from a payroll perspective, the sales compensation  
22 team does the calculation, manages the plans. We are  
23 recipients of the data, and when I say the data, I  
24 mean pay this employee this amount using this code.  
25 Q Okay. So you don't know why she would --